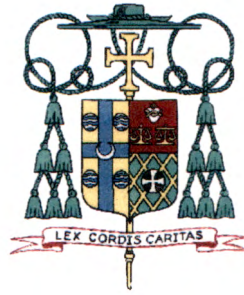


THOMAS IOANNES

Divina Misericordia et



Apostolicae Sedis Gratia

EPISCOPUS CAMPIFONTIS IN ILLINOIS

DECREE

COMPENSATION FOR RELIGIOUS

Following the recommendation of the Diocesan Finance Council, I establish this schedule of compensation for religious of the Diocese of Springfield in Illinois, effective **July 1, 2020**:

This decree is intended for all women and men religious ministering in the Diocese of Springfield in Illinois, unless they are considered by some other norm or directive, such as:

- diocesan norms of salary for pastors and parochial vicars*
- norms of salary for personnel in non-diocesan or non-parochial schools*
- individual contracts or agreements*
- the "special considerations" in the categories listed below*

BASE STIPEND

\$ 3,611/month

HEALTH INSURANCE/PENSION/SOCIAL SECURITY

\$12,937/year

OTHER BENEFITS

Depending on local circumstances and the demands of the individual ministries, religious can/should be compensated for living and transportation. This includes rent, utilities, telephone, gasoline, automobile maintenance and automobile property insurance. This total amount should not exceed **\$ 600.00/month**.

If full housing and transportation are already provided, an additional monetary amount will not be provided.

If more than one religious is ministering in the parish/institution and living and transportation are shared, compensation will be adjusted accordingly.

Special Considerations for Stipends:

Category I – Qualified religious who serve in diocesan, parish, and school leadership roles (e.g. principals of schools, DREs, pastoral associates, associate curial office directors)

Compensation: Additional 10% of base stipend, plus benefits

Category II – Qualified religious who serve in executive administrative roles (e.g. pastoral facilitators, curial office directors)

Compensation: Additional 15% of base stipend, plus benefits

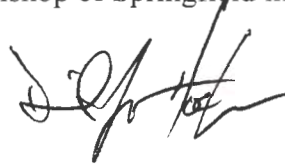
Category III - Religious who serve in support staff roles (e.g. secretaries, clerks, institutional supports)

Compensation: 75% of base stipend, plus benefits

Persons who perform part-time services will have stipends and benefits pro-rated.

A handwritten signature in blue ink that reads "† Thomas John Paprocki".

Most Reverend Thomas John Paprocki
Bishop of Springfield in Illinois

A handwritten signature in black ink that reads "David J. Hoefler".

Reverend Monsignor David J. Hoefler
Vicar General

January 16, 2020
Springfield, Illinois